



The Local
**Safeguarding
Children Board**

**Multi-Agency Training Brochure
2008 – 2009**





Working to keep Cheshire's children and young people safe

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Foreword from the LSCB Chair

One of the most important functions of Cheshire's Local Safeguarding Children Board is to ensure that all those working with children have access to a wide range of good quality, multi agency training which helps to safeguard children and young people.

Multi agency training is extremely important as it helps to equip people to work effectively with colleagues from other organisations in this difficult task. It helps to develop a shared understanding of the principles, tasks, processes and roles and responsibilities outlined in legislation and guidance and local arrangements for safeguarding children and promoting their welfare.

A committed group of staff from a number of organisations have worked hard to review and develop this programme to ensure that staff and volunteers undertaking the training feel confident and competent to undertake their responsibilities to safeguard and promote children and young people's welfare.

This brochure sets out the philosophy and standards which underpin the multi agency training in Cheshire and details the basic and intermediate modules available within the coming year.

The Local Safeguarding Children Board, through the Training and Development sub group, will continually monitor and develop the training in order to meet the needs of the multi agency children's workforce.

R. R. Jones

Lynne Jones

Cheshire Local Safeguarding Children Board Chair



Age 5 Sandbach Primary School

Cheshire Local Safeguarding Children Board Training Program

Introduction

The inquiry into the death of Victoria Climbié revealed several themes previously identified by past inquiries, which yet again resulted in a failure to recognise abuse or to intervene early enough and finally led to the untimely death of a little girl who had come to this country for a better life and should have been protected.

One of the many recommendations made by the chair of the inquiry, Lord Laming, directly related to the need for all professionals, working with children and families to receive appropriate child protection and safeguarding training (Laming 2003).

Such training was identified during the course of the inquiry as lacking, as was any effective cross boundary working.

The inquiry recognised the significance of cross boundary working to safeguard children and promote welfare but crucially identified the need for appropriate skills and knowledge to be delivered to staff in order to allow this type of work to be effectively employed.

The government response to the recommendations “Every Child Matters” recognised safety as a fundamental right by identifying “Staying Safe” as a key outcome for all children. (Department for Education and Skills; DFES 2003).

Further, revisions to “Working Together to Safeguard Children” (DFES 2006), implicitly underlined the role which interagency training has in communicating national and local safeguarding policy, guidance and initiatives, to those who are, in a professional capacity providing a service to children, young people and their families, highlighting the message that safeguarding is everybody’s business.

“Working Together” acknowledges the potential of inter agency training to improve cross boundary working, which could facilitate more robust safeguarding practices.

Training delivered on an inter-agency basis is also recognised as a highly effective way of promoting a common and shared understanding of the respective roles and responsibilities of different professionals, augmenting effective working relationships.

Training Philosophy

In Cheshire approximately 150,000 children, depend on a knowledgeable and skilled workforce to deliver universal and targeted services competently. These children and young people have the right to grow and develop in a safe and warm environment. In order to achieve this it is essential that the workforce in Cheshire is appropriately equipped to discharge their responsibilities with confidence. Being able to recognise when a child or young person is likely to, or is actually suffering significant harm is a crucial part of this every day professional responsibility. The LSCB in Cheshire is committed to the provision of a quality evidence based multi agency safeguarding training programme, to ensure that staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children and young people’s welfare.



Standards for interagency training

Chapter 4 of “Working together” outlines the principal purpose of inter agency training and in Cheshire these values, detailed below and those reflected within the document Sustaining Quality; standards for inter agency child protection training and development, (Charles and Glennie 2003) Appendix 2, have been reviewed and adapted to underpin all course design, content and delivery:

The purpose of training for inter-agency work is to help develop and foster the following, in order to achieve better outcomes for children and young people:

- **A shared understanding of the tasks, processes, principles, and roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare**
- **More effective and integrated services at both the strategic and individual case level, improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action**
- **Effective working relationships, including an ability to work in multi-disciplinary groups or teams; and sound decision-making, based on information sharing, thorough assessment, critical analysis and professional judgement. (DFES 2006)**

Standards specific to Cheshire’s workforce

1. Training will meet the specific needs of practitioners in Cheshire, this not only includes the children’s workforce, but also practitioners who have regular contact with children and families for example police, fire service, probation, mental health professionals and many other service providers from all sectors of the workforce.
2. Training will reflect the identified need of the local community and the children, young people and families who live within our boundaries.
3. A combination of discussion with appropriate senior multi agency team members, training sub group, review of course evaluations and direction from research relevant to safeguarding children and young people will inform developments and review of the multi-agency training programme.
4. All training in safeguarding and promoting the welfare of children will create an ethos that values working collaboratively with others, respects diversity (including culture, race and disability), promotes equality, is child-centred and promotes the participation of children and families in safeguarding processes.
5. The training sub group will contribute to the LSCB business plan, (http://www.cheshire.gov.uk/socialcareandhealth/children/LSCB/business_plan.htm) and lead on areas of training and professional development
6. Training sub group will work as agreed within the terms of reference agreed by the LSCB (Appendix 3).

Cheshire Local Safeguarding Children Board Training Program

Standards specific to Cheshire's workforce – cont.

7. LSCB multi agency training will reflect and incorporate the aims and objectives of:
 - The workforce plan for Cheshire.**
 - Common core skills and knowledge for the children's workforce (DFES 2005):**
Including child development, safeguarding and promoting welfare, effective communication and engagement, supporting transitions, multi-agency working and information sharing.
 - The targets set out in the Joint Area Review action plan.**
 - The goals and objectives in the children and young people's strategic plan for Cheshire.**
8. Training and development in Cheshire will be targeted as directed by the materials supporting "Working together to Safeguard Children" (DFES 2006): "Training Resource for Working Together to Safeguard Children" (Robinson 2006).
 - Basic Awareness. Those in contact with children, young people and adults who are parents/carers.**
 - Intermediate. Those who work regularly with children, young people and adults who are parents/carers.**
 - Specialist. Those with a particular responsibility for safeguarding children.**
(Specialist training will be developed and/or commissioned on an ongoing and needs led basis)
9. Training will be designed and delivered by appropriately qualified professionals with all content being approved by the Training sub group.

Further detail regarding person specification for the training pool can be found in Appendix 5.
10. The rights and voice of the child and young person in Cheshire will inform the development of multi agency safeguarding training.
11. Training will be delivered utilising a variety of methods designed to accommodate all adult learning styles.

Further training and development will be negotiated according to local identified need.

Compliments and complaints

The Training Sub Group (TSG) represents the Local Safeguarding Children Board in Cheshire and is committed to the design and delivery of good quality, evidence based training which is relevant to the needs of Cheshire's workforce. Evaluation is an essential element of this process, and informs future development of course material and delivery.

Complaints and compliments are welcomed, the preferred method being via evaluation forms at the end of the course. If a specific issue is of concern please address this to the chair of the training sub group (contact information can be found within Appendix 7). Evaluations will be collated and will provide an over view of course feedback to the training sub group.

Quality assurance

In order to quality assure the multi agency training delivered in Cheshire it is essential that all aspects of the training program are subject to audit; In Cheshire this will be achieved in three ways:

1. Individual participant course evaluation
2. Review of courses randomly by TSG utilising PIAT tool (Wells and Dugdale 2008)
3. North West Inter Agency Training. (NWIAT) forum independently reviewing training.

Basic Awareness training

The TSG recognises the current need to ensure that a number of basic awareness courses are available to professionals who do not currently have any other access to safeguarding training and are committed to ensuring that the needs of these individuals are met. The expectation is that organisations will work to develop their own basic awareness training appropriate to the specific area of their work. The LSCB training and development manager will work with agencies to assist with the design of these programmes.

All single agency safeguarding training packages are subject to a verification process by the LSCB to ensure that standards are maintained throughout the county. Further information regarding this process is available in Appendix 6.

Charging policy

The LSCB is committed to supporting the provision of quality multi agency training to partner agencies. In order to achieve this, the Board needs to be appropriately resourced. As part of this a training charging policy has been developed. Further details regarding the charging policy in Cheshire can be found within Appendix 4.

Collaboration

Multi agency safeguarding training is delivered in correlation with Cheshire Domestic Abuse Partnership and Common Assessment Framework Training providers. The key messages and values from both CDAP and CAF training are echoed throughout all multi agency safeguarding courses. For further information about access to these courses please refer to Appendix 7.



Cheshire makes me Safe

Cheshire makes me Safe.
Cheshire make me happy.
hot Summer nights.
cold winter days.
I know this feeling, it's a feeling
of Safety.

Training programme 2008 – 2009

Basic Awareness

This course is primarily aimed at staff members that do not currently have access to any other basic awareness training. This training is targeted to all staff who are looking after children as part of their roles, or to staff who look after parents.

This includes staff from adult and children's services.

Aims

The aim of this course is to provide basic information about Safeguarding and what to do if you are worried a child is being abused.

Learning outcomes

1. To have a clear understanding of types of abuse, including signs and indicators and the circumstances in which abuse may occur and by whom.
2. To have a basic understanding of the policy and guidance that supports safeguarding work.
3. To have an understanding of the prevalence of abuse in the United Kingdom.
4. To understand what to do if you are worried a child may be being abused.

5. To understand what factors may, when present in a family increase risk of abuse
6. To outline what is expected of you in working together with other agencies in the sharing of information.
7. To outline the response to your concern by other agencies.

Duration

This is a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.

Course dates 2008 - 2009

Basic Awareness	East	8 April 2008
Basic Awareness	East	21 April 2008
Basic Awareness	East	4 September 2008
Basic Awareness	East	6 January 2009
Basic Awareness	Central	10 April 2008
Basic Awareness	Central	24 April 2008
Basic Awareness	Central	11 September 2008
Basic Awareness	Central	8 January 2009
Basic Awareness	West	15 April 2008
Basic Awareness	West	17 April 2008
Basic Awareness	West	9 September 2008
Basic Awareness	West	13 January 2009

Intermediate Safeguarding Modules

Mandatory Day

This course is targeted to staff members who work closely with children and families, for example police, education staff, children's social care staff, health visitors, school nurses, mental health workers etc.

The intermediate safeguarding modules are designed to be accessed according to your need; however the mandatory **module must be completed before any other multi agency training can be accessed**. It is expected that you will have completed basic awareness training either within your own agency or as part of a multi agency course before being nominated for this course.

Aims

The aim of this course is to build upon basic awareness knowledge and consider some of the underlying issues relating to safeguarding, child protection and child welfare.

Learning outcomes

1. Demonstrate knowledge of the most recent local and national policy, guidance and legislation related to your responsibility to work together effectively to safeguard vulnerable children.
2. Determine the barriers which may impair or prevent effective working together practice.
3. Establish the importance of the "child or young person" within safeguarding processes.
4. Value and support the child/young person and family within the safeguarding/child protection process.
5. Appreciate the importance and impact of your contribution and others to the process of safeguarding.
6. Communicate and develop working relationships in children's interests.

Duration

This a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for further information on how to access a place on this course.



Age 14 Whitby High School Ellesmere Port

Intermediate Safeguarding Modules

Mandatory Day – cont.

Course dates 2008 - 2009

Intermediate	East	28 April 2008
Intermediate	East	8 May 2008
Intermediate	East	22 May 2008
Intermediate	East	5 June 2008
Intermediate	East	15 September 2008
Intermediate	East	30 September 2008
Intermediate	East	9 October 2008
Intermediate	East	15 January 2009
Intermediate	East	27 January 2009
Intermediate	East	5 February 2009
Intermediate	Central	30 April 2008
Intermediate	Central	13 May 2008
Intermediate	Central	20 May 2008
Intermediate	Central	10 June 2008
Intermediate	Central	22 September 2008
Intermediate	Central	2 October 2008
Intermediate	Central	14 October 2008
Intermediate	Central	22 January 2009
Intermediate	Central	3 February 2009
Intermediate	Central	12 February 2009
Intermediate	West	6 May 2008
Intermediate	West	15 May 2008
Intermediate	West	3 June 2008
Intermediate	West	12 June 2008
Intermediate	West	17 September 2008
Intermediate	West	25 September 2008
Intermediate	West	7 October 2008
Intermediate	West	20 January 2009
Intermediate	West	29 January 2009
Intermediate	West	10 February 2009

Neglect

This course is targeted to all staff who work closely with children, young people and families, it is intended that both basic awareness and the intermediate mandatory day have been attended prior to accessing this course.

Aims

The aim of this course is to provide participants with an outline of factors which are significant when recognising, assessing, intervening and planning services for children who have been neglected or emotionally maltreated.

Objectives

On completion of this course participants will:

1. Be able to recognise signs of neglect in a child or young person.
2. Develop an understanding of the short and long term impact of neglect on a child or young person.
3. Understand the assessment process for children and young people who have been neglected.
4. Understand the significance of appropriate multi agency intervention, when a child is experiencing neglect.

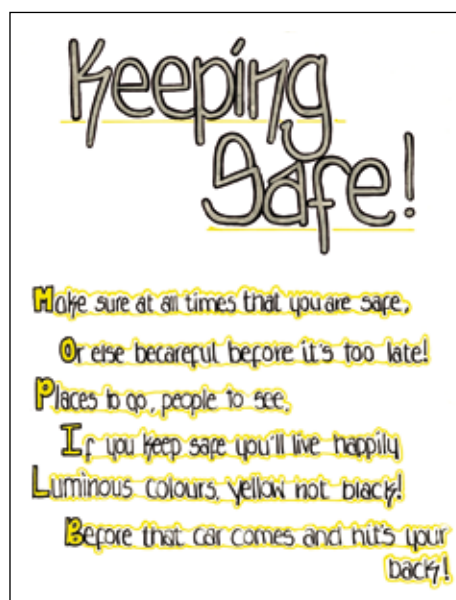
5. Have a clear knowledge of the importance of good planning for children who have been neglected.
6. Understand the importance of multi agency review of the planned service intervention.

Duration

This is a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.



Course dates 2008 - 2009

Age 14 All Hallows Catholic College

Neglect	East	8 July 2008
Neglect	East	16 October 2008
Neglect	East	5 March 2009
Neglect	Central	10 July 2008
Neglect	Central	23 October 2008
Neglect	Central	12 March 2009
Neglect	West	15 July 2008
Neglect	West	21 October 2008
Neglect	West	10 March 2009

Intermediate Safeguarding Modules

Parenting & Safeguarding

This course is targeted to all staff who work closely with children, young people and families, it is intended that both basic awareness and the intermediate mandatory day have been attended prior to accessing this course.

Aims

The aim of this course is to outline critical factors which may contribute to poor or inadequate parenting, and understand the variety of initiatives available to professionals to support parents.

Objectives

On completion of this course participants will:

1. Have a greater understanding of risk factors which can compromise parenting.
2. Understand the need for all children to receive adequate parenting.
3. Understand the diverse nature of parenting and children in respect of acceptable parenting approaches.
4. Develop an understanding of the types of support available to parents.

Course dates 2008 - 2009

Parenting	East	17 June 2008
Parenting	East	4 November 2008
Parenting	East	17 March 2009
Parenting	Central	24 June 2008
Parenting	Central	11 November 2008
Parenting	Central	24 March 2009
Parenting	West	19 June 2008
Parenting	West	6 November 2009
Parenting	West	19 March 2009

5. Consider the national and local agenda to support parents
6. Develop an understanding of the role of the local authority as a corporate parent.

Duration

This is a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.

BE SAFE



Age 15
Whitby High School
Ellesmere Port

Safeguarding the child with a disability

This course is targeted to all staff who work closely with children, young people and families, it is intended that both basic awareness and the intermediate mandatory day have been attended prior to accessing this course.

Aims

The aim of this course is to provide participants with an understanding of the increased risk of abuse disability presents to children and to outline the difficulties associated with safeguarding children and young people with disability.

Objectives

On completion of this course participants will:

1. Be aware of the research and evidence base in relation to disability and child abuse.
2. Understand how disability can compromise a child or young persons safety.
3. Consider the difficulties associated with assessment and disability.

4. Be aware of the legal framework which protects disabled children and young people from abuse and discrimination.
5. Develop an awareness of specific individual and organisational responsibilities to safeguard disabled children.
6. Have the knowledge to work to reduce the barriers that exist in effectively protecting disabled children.
7. Feel confident in communicating effectively with a child or young person who is disabled.

Duration

This is a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.

Course dates 2008 - 2009

Safeguarding Children with a Disability	All Areas	26 June 2008
Safeguarding Children with a Disability	All Areas	10 November 2008
Safeguarding Children with a Disability	All Areas	24 February 2009
Safeguarding Children with a Disability	All Areas	26 March 2009

Intermediate Safeguarding Modules

Child sexual exploitation

This course is targeted to all staff who work closely with children, young people and families, it is intended that both basic awareness and the intermediate mandatory day have been attended prior to accessing this course.

Aims

To raise awareness of the issues around safeguarding children and young people from sexual exploitation and trafficking, allowing professionals to respond appropriately to safeguard.

Objectives

On completion of this course participants will:

1. Have an understanding of the prevalence locally and nationally of child sexual exploitation and trafficking
2. Be aware of the behaviours a young person may demonstrate which increase the risk of sexual exploitation.
3. Be aware of the guidance and legislation specific to safeguarding children and young people who are being sexually exploited, trafficked or otherwise exploited.

4. Understand the difficulties in safeguarding children and young people who are being exploited.
5. Begin to understand the routes into and out of sexually or otherwise exploitative relationships.
6. Understand the local and national commitment to safeguard children and young people from all types of exploitation.

Duration

This is a full days course 9:30 until 16:30.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.

Course dates 2008 - 2009

Children abused through sexual exploitation	All Areas	1 July 2008
Children abused through sexual exploitation	All Areas	20 November 2008
Children abused through sexual exploitation	All Areas	26 February 2009
Children abused through sexual exploitation	All Areas	31 March 2009

On-line sex offending

This course is targeted to all staff who work closely with children, young people and families, it is intended that both basic awareness and the intermediate mandatory day have been attended prior to accessing this course.

Aims

The aim of this course is to outline the risks to children and young people that digital media and the internet present, and to empower professionals appropriate methods to safeguard against this risk.

Objectives

On completion of this course participants will:

1. Understand the prevalence of the risk digital media and the internet pose to children and young people.
2. Understand the legislative framework and the national and local safeguarding arrangements to protect children and young people from online abuse.
3. Understand the nature of risk associated with digital media.

4. Develop an understanding of the safeguarding measures needed to protect children and young people from this type of abuse.
5. Understand the individual and organisational responsibility to safeguard children and young people from this type of abuse.

Duration

This is a half day course 9:30 until 13:00.

Nomination

Please refer to the process within appendix 1 for information on how to access a place on this course.

Course dates 2008 - 2009

Insight in to on-line sex offending	All Areas	3 July 2008
Insight in to on-line sex offending	All Areas	25 November 2008
Insight in to on-line sex offending	All Areas	3 March 2009

Appendix 1

Application process

- To apply for one of the LSCB courses:
- Please complete a nomination form. This page can be found on the LSCB website at: <http://www.cheshire.gov.uk/socialcareandhealth/children/LSCB/Nomination+Form+Download.htm>
- **N.B. For Health Staff contact your Safeguarding Department or Designated/Named Nurse.**
- Please send you completed application form by post, fax or e-mail to:
LSCB Training Administrator
County Offices
Chapel Lane
Wilmslow
Cheshire SK9 1PU

Email: LSCBTrainingAdministrator@cheshire.gov.uk
Fax: 01625 374852
- Nominations can only be accepted for the area in which you work, not the area where you live.
- Please note that submitting an application does not guarantee a place on the course.
- Confirmation of a place on the course, venue information and a programme will be sent out approximately 4 weeks prior to a course. If you do not receive confirmation it has not been possible to allocate a place.
- The LSCB has introduced a charging policy of £100 for non attendance or late cancellation. Ten working days notice is required if you cannot attend a course, except under exceptional circumstances.
- You must be free to remain for the whole duration of the course.
- Lunch is not provided, but where possible venues are booked near to local shops.
- Health Staff should direct any enquiries to their Safeguarding Department or Designated / Named Nurse.

Appendix 2

Piat standards for Inter Agency Training

In accordance with Piat and guidance issued within “Working together to safeguard children” (DCSF 2006) all aspects of interagency training and development to Safeguard and promote children wellbeing is based on the following principles:

- 1a. The development and direction of inter agency safeguarding training delivered in Cheshire will be strategically overseen by the LSCB and monitored by the training sub group.
- 1b. The training strategy will be agreed by the training sub group and will be incorporated into and be consistent with the LSCB business plan.
2. An annual programme of training and development opportunities will be available to identified staff across the multi agency workforce.
3. Training and development events will be supported by appropriate resources.
4. Training and development needs are identified through a range of processes which address local and national issues which are translated into clear and achievable learning outcomes.
5. The LSCB will via the training sub group continue to support single agency training as necessary and according to identified need. All single agency training is subject to a verification process by the training sub group.
6. Training and development needs will be prioritised in accordance with assessed need for all agencies within all areas. Training sub group members will ensure the needs and priorities from their agencies are communicated to and from their organisations.

Processes to support effective communication across all agencies.

Principles

7. Training and development manager will establish links with neighbouring inter agency trainers and umbrella bodies to ensure that the latest initiatives and developments are disseminated into the training sub group and the review of training.
8. Principles which underpin the training strategy and programme will be accessible and will be clearly demonstrated at all times.
9. All multi agency training delivered in Cheshire will accommodate equally; different learning styles, local need, diversity and be demonstrative of the variety of professionals who are responsible for safeguarding and promoting Cheshire's children and young people.
10. All training and development opportunities will be supported by a robust and relevant evidence base and will mirror local and national safeguarding initiatives and policy. Training will be reviewed annually.

Standards adapted from Piat; Sustaining Quality: Standards for Inter-agency Child Protection Training and Development (Charles and Glennie 2003).



Working to keep Cheshire's children and young people safe

Terms of Reference: Local Safeguarding Children Board

Training Sub Group

1. Purpose and Aims

The LSCB have a shared vision with the Cheshire Children's Trust for children and young people in Cheshire.

We believe that all children and young people have the right to: be healthy, happy, valued and respected, to have high aspirations for their future, and in order to achieve these things, they must also feel safe and loved.

To help achieve the LSCB aim, the Training Sub Group will ensure that there is an effective training plan in place so that all those working with children and young people receive appropriate information and training in line with their needs and responsibilities.

2. Key Tasks

- Identify the minimum training that the Board has to deliver or commission.
- Identify additional training that the Board may decide to deliver or commission in support of its overall aim and objectives;
- Record, monitor and report on the volume, profile and effectiveness of the training delivered under the direction of the Board.
- Advise the Board on the best means of funding and delivering training.
- Consider and implement a range of mechanisms for the delivery of training, briefing and other professional development opportunities.
- Complete and deliver an annual training plan that also reviews the previous year.
- Prepare an annual training budget.

3. Membership

The Group will be chaired by a member of the LSCB and will normally have the following members.

Representatives from:

Officers of the Board (including training staff)

Children's Services (Social Care/Education/ISIS)

Health Service

Integrated Youth Support Service

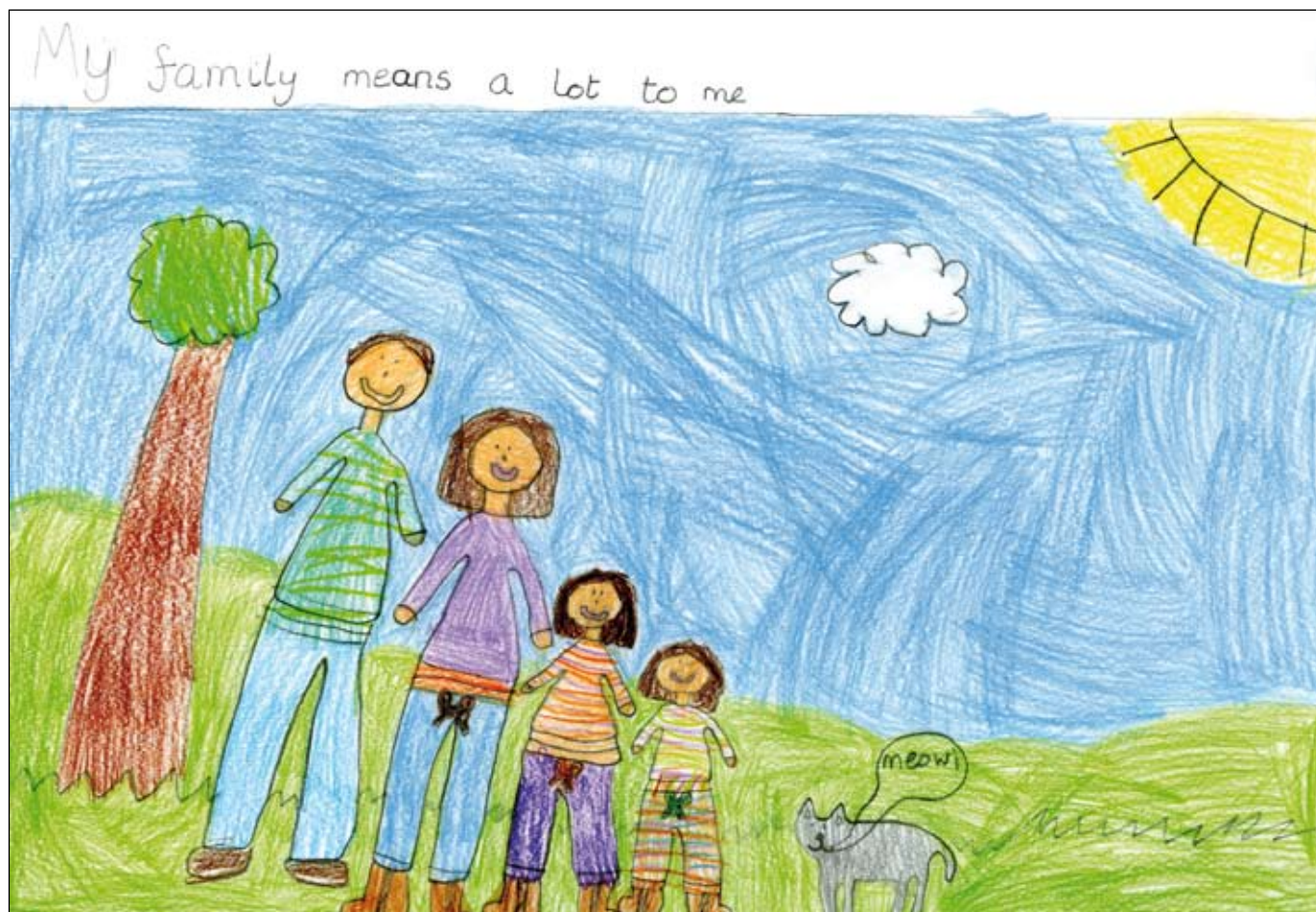
Voluntary Sector

Police

YOT

Borough/ city council rep'

The group may invite representation from other bodies that they believe can contribute to their work.



Cheshire LSCB Training Charging Policy

Cheshire Local Safeguarding Children Board has developed a budget formula for contributions to the LSCB from its statutory partner agencies. This is continuing to be developed and discussed.

At the LSCB Board meeting of 17/7/07 a charging policy was agreed for the Multi agency child protection training, as follows:

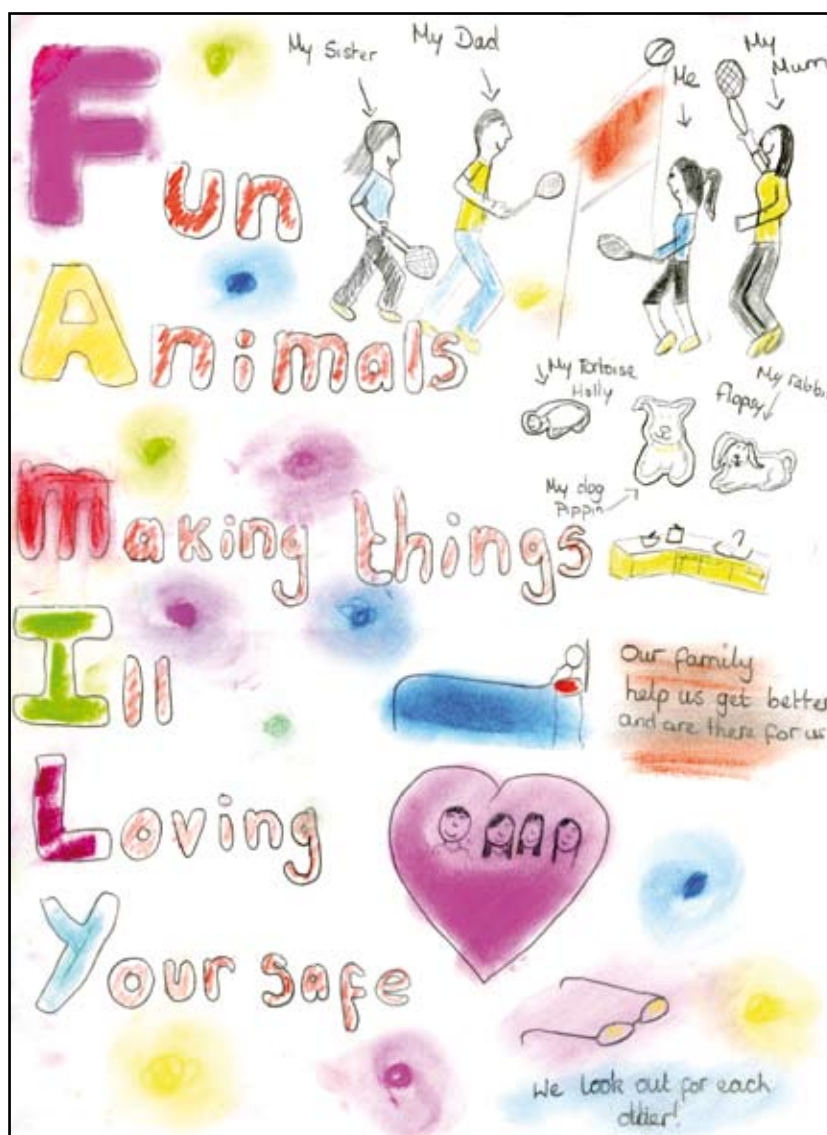
Policy	Amount
All agencies that do not contribute to the LSCB budget will be charged for attendance on training. Those that do contribute will not be charged.	£80.00 per person day.
Any delegate who is given a place on LSCB training must give 2 weeks notice if they are unavailable to attend, so that the place can be offered. Anyone who does not attend without this notice will incur a charge. If there is a genuine illness that prevents a person from attending (confirmed by line manager) they will not be charged.	£100.00 per person day.
Any charges to voluntary sector will be based on negotiation, taking in to account capacity to pay.	By negotiation.
Private and independent sector will be charged per person if they attend an LSCB course, or by day/ half day if the LSCB provide any bespoke training/	£80.00 per person per day £200.00 bespoke training per half day. £400.00 per full day.

Bill Joyce

LSCB Business Manager

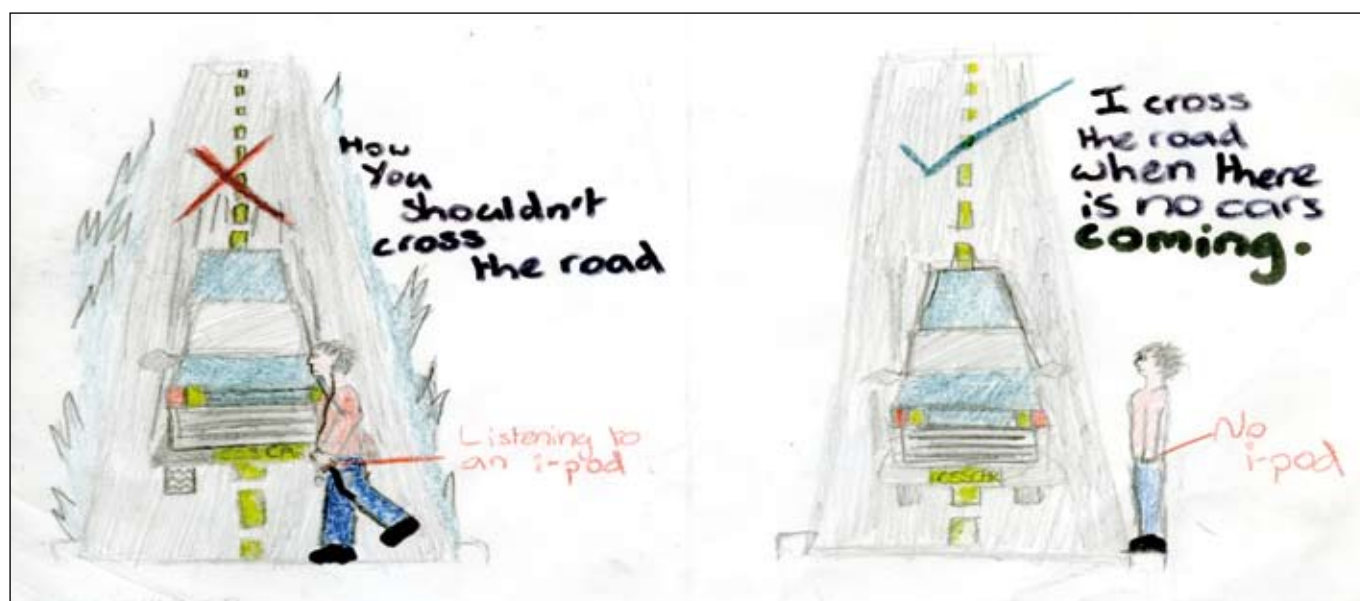
Person Specification for Cheshire Local Safeguarding Children Board training pool membership

1. Have at least three years experience working with children and families.
2. Have experience of multi agency child protection work.
3. Demonstrate knowledge and competence of core functions within own agency, specifically relating to safeguarding.
4. Have the written support and agreement from your manager to allow your involvement and release from you operational duties as required.
5. To participate in a process of induction to the multi agency training pool.
6. Understand and be sensitive to specific issues and their potential effect on participants.
7. Adhere to local policy relating to equality and diversity.
8. Have a commitment to developing training skills, including attending the training for trainer's courses if recommended.
9. Recognise personal limitations and difficulties and communicate these to LSCB training manager.



Cheshire LSCB training pool agreement

1. All training pool members will meet the person specifications as detailed above.
2. Able to facilitate/co-train or deliver a minimum of 15 hours per year of multi agency training. These hours can be broken into smaller sessions with agreement from the multi agency training manager.
3. To contribute to the design and development of existing and new courses as required.
4. To attend four, half day training pool meetings and one full day per year as well as training commitments.
5. To cover any sessions with appropriate personnel from the training pool if unable to facilitate/co-train or deliver a course.
6. To inform the multi agency training manager as soon as possible if no cover can be found.
7. To be punctual both in attendance and delivery of course material.
8. Provide feedback to the LSCB training manager of any unsafe practice demonstrated by participants during training, and to follow the authorities safeguarding policies and procedures if specific concerns have been raised about a participant's ability to safeguard children.
9. Provide feedback to LSCB training manager and training pool about practice or training issues which arise from training sessions.
10. To show a commitment to your own personal development in order to maintain competence.
11. To demonstrate enthusiasm, understanding and commitment to a good quality multi agency safeguarding training program in Cheshire.



Single Agency Training Verification Policy

Introduction

Chapter 4 in *Working Together to Safeguard Children (2006)* recognises the importance and value of inter-agency training programs designed to support national and local policies and guidance provided to safeguard children. The guidance also reiterates the responsibility of Individual agencies to ensure that members of staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare. Employers should ensure their employees are aware of how to recognise and respond to safeguarding concerns, including signs of possible maltreatment. "Working together" suggests that this knowledge and expertise should be put in place before employees attend inter-agency training. (DFES 2006)

Single Agency training is defined as;

The provision of training by an individual employed by an agency to staff within the same agency For example a health professional training a group of health visitors.

All training in safeguarding and promoting the welfare of children should create an ethos which values working collaboratively with others, respects diversity (including culture, race and disability), promotes equality, is child centred and promotes the participation of children and families in safeguarding processes.

The Common Core of Skills and Knowledge for the Children's Workforce sets out six areas of expertise that everyone working with children, young people and families, including those who work as volunteers, should be able to demonstrate.

These are:

- Effective communication and engagement with children, young people and their families and carers;
- Child and young person development;
- Safeguarding and promoting the welfare of the child;
- Supporting transitions;
- Sharing information;
- Multi-agency working; and sharing information.

Inter and multi-agency work is an essential feature of all training in safeguarding and promoting the welfare of children. Single agency training and training provided in professional settings should always equip staff for interagency work. All training in this field should be consistent with the Common Core of Skills and Knowledge, and the goals outlined for children in Cheshire by Cheshire children and young people's strategic partnership.

Single Agency Training Verification Policy – cont.

Quality assurance and evaluation

The LSCB, or the training sub-group acting on its behalf, has a responsibility to ensure that both single and inter-agency training is delivered to a consistently high standard, and that a process exists for evaluating the effectiveness of training. Single agency training should be delivered with clear aims and objectives reflective of the organisational commitment to safeguarding and child protection. Single agency training is delivered by trainers who are working to an agreed level of competence, appropriate to their role and contribution.

Content

All single agency child protection training should:

- Be founded by and relate clearly to a robust evidence base, supported by the principles and guidance set out in “Working together to safeguard children”, current legislation and local authority policies and procedures for safeguarding
- Reflect that the welfare of the child is paramount
- Encompass Anti-Oppressive Practice and challenge discrimination on any grounds
- Validate inter-agency working and reach a wide inter-agency audience
- Promote best practice and personal development
- Accommodate adult learning styles
- Respond to local needs and be subject to evaluation and review.

Core Areas

- Definitions of abuse
- Who abuses
- How to recognise
- Context of child protection
- Reporting and recording procedures
- Role of key agencies

Verification by the Local Safeguarding Children Board of Single Agency Training

All single agency training currently being delivered or planned will be subject to a process of verification by the Training Sub Group.

Methods used to verify training is consistent with LSCB standards as set out above will include:

- Review of training materials.
- Observation of training delivery by the LSCB training and development team.
- Review of training evaluations.
- A certificate will be awarded to agencies once verification of training has been agreed by the LSCB Training Sub Group.

Target audiences

It is important to ensure that the training involves and is available to all relevant partners. Some agencies involved in safeguarding and promoting the welfare of children may not have access to single agency training and therefore the LSCB remains committed to ensuring that appropriate levels of safeguarding training are made available to these groups.

The LSCB training pool will when necessary work on an intensive basis with organisations to develop their own single agency training. This service may in the future incur a charge to agencies which do not currently contribute to the LSCB funds.



Appendix 7

Contact Information

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For Cheshire Domestic Abuse Partnership Training Information please contact:

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Further information regarding current training programme is available at <http://www.cheshire.gov.uk/domesticabuse/Resources.htm>

For further information regarding the Common Assessment Framework (CAF) and training please contact:

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Further information about CAF and ContactPoint can be found at:
<http://www.cheshireschildren.co.uk/>

Appendix 8

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